

	Designation	Qualification	Experience	Publications	HEC (TTS Criteria) for publications
Civil Engineering, Electrical Engineering, Computer Engineering and all fields of Computing	Instructor/ Lab Engineer	Bachelor's Degree (16 years)	NIL	NIL	-
	Lecturer	Master's Degree (18 years)	NIL	NIL	-
	Asst. Prof. Assoc. Prof.	PhD	NIL	NIL	-
		PhD	10 years teaching/ research/professional OR 5 years post PhD teaching/ research/ professional	Total 10 with FOUR publications in last FIVE years	For Sciences disciplines, W category/Impact Factor Journals ISI Indexed (JCR) are acceptable.
	Professor	PhD	15 years teaching/ research/ professional OR 10 years post PhD teaching/ research/ professional	Total 15 with FIVE publications in last FIVE years	
Management Sciences/ Business Administration	Instructor	Bachelor's Degree (16 years)	NIL	NIL	-
	Lecturer	Master's Degree (18 years)	NIL	NIL	-
	Asst. Prof. Assoc. Prof.	PhD	NIL	NIL	-
		PhD	10 years teaching/ research/professional OR 5 years post PhD teaching/research/ professional	Total 10 with FOUR publications in last FIVE years	For Social Sciences, paper published in W category/ and HEC recognized X & Y Category Journals are acceptable.
	Professor	PhD	15 years teaching/ research/ professional OR 10 years post PhD teaching/research/ professional	Total 15 with FIVE publications in last FIVE years	

	Designation	Qualification	Experience	Publications	HEC (TTS Criteria) for publications	
SCIENCES including Physics, Mathematics, Statistics & Psychology	Instructor/ Lab Engineer	Bachelor's Degree (16 years)	NIL	NIL	-	
	Lecturer	Master's Degree (18 years)	NIL	NIL	-	
	Asst. Prof.	PhD	NIL	NIL	-	
	Assoc. Prof.	PhD	10 years teaching/ research/professional OR	Total 10 with FOUR publications in last FIVE years	For Social Sciences, paper published in W category/ and HEC recognized X & Y Category Journals are acceptable.	
			5 years post PhD teaching/research/ professional			
	Professor	PhD	15 years teaching/ research/ professional OR	Total 15 with FIVE publications in last FIVE years		
			10 years post PhD teaching/research/ professional			
HUMANITIES including English, Islamic Studies, Pak Studies	Instructor	Bachelor's Degree (16 years)	NIL	NIL		-
	Lecturer	Master's Degree (18 years)	NIL	NIL		-
	Asst. Prof.	PhD	NIL	NIL		-
	Assoc. Prof.	PhD	10 years teaching/ research/professional OR	Total 10 with FOUR publications in last FIVE years	For Social Sciences, paper published in W category/ and HEC recognized X & Y Category Journals are acceptable.	
			5 years post PhD teaching/research/ professional			
	Professor	PhD	15 years teaching/ research/ professional OR	Total 15 with FIVE publications in last FIVE years		
10 years post PhD teaching/research/ professional						